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ABSTRACT

This report examines the extent of and reasons why teaching and nonteaching professionals in the Cook County suburban public schools have been released from their responsibilities for the 1976-77 school year. The report is based on a survey of every elementary and secondary school district in suburban Cook County requesting data on dismissal notices and nonrenewal of contracts of tenured and nontenured staff for the 1976-77 school year. Results of the survey indicate that reductions in staff are extensive in Cook County public schools due to declining enrollments, rising costs, and reduced school revenue. (Author)

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RESEARCH REPORT

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SCHOOL STAFF REDUCTIONS:
TEACHING AND SUPPORT PERSONNEL

COOK COUNTY

SUBURBAN PUBLIC SCHOOL DISTRICTS

1976

#4000

A SERVICE OF
EDUCATIONAL SERVICE REGION
OF COOK COUNTY

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ABSTRACT

This report examines the extent of and reasons why teaching and non-teaching professionals in the Cook County suburban public schools have been released from their responsibilities for the 1976-77 school year.

The report is based on a survey of every elementary and secondary school district in suburban Cook County requesting data on dismissal notices and non-renewal of contracts of tenured and non-tenured staff for the 1976-77 school year.

Results of the survey indicate that reductions in staff are extensive in Cook County public schools due to declining enrollments, rising costs and reduced school revenue.

The report was completed for publication on July 1, 1976.

ANALYSIS OF THE TOPIC

A. Introduction

The statistics on staff reductions compiled in this report are an attempt to give the reader an overview of the nature and extent of school district staff reductions and the termination of particular student programs and services due, in part, to extensive decreases in enrollment, rising costs and reduced school revenue in the public schools of suburban Cook County.

The statistics in the report are a compilation of data provided by 108 elementary school districts, 25 high school districts and 1 unit district. Among the 143 school districts in suburban Cook County, 7 elementary and 2 high school districts did not respond to the survey.

In suburban Cook County there are 27 high school districts and one unit district and 115 elementary school districts. The 115 elementary school districts are comprised of 641 elementary and junior high schools with a 1975-76 student enrollment of 288,307. The 27 high school districts are comprised of 66 high school buildings with a student enrollment of 158,819. In the 1975-76 school terms, the total certified staff in all Cook County suburban schools was 27,234 which included 17,725 elementary and junior high school staff and 9,509 secondary school certified staff.

B. Reductions in Force - Data Gathering

The actual data collection took place in June 1976. Each school district was contacted by letter in May 1976 requesting the cooperation of the District Superintendent. The survey which accompanied the letter was designed to obtain specific information that would provide an accurate summary of reductions in both

teacher and support personnel and cut-backs in programs planned by the Cook County suburban public schools for the 1976-77 school year. The requested information included data on tenured and non-tenured teachers relieved of duty due either to unsatisfactory performance or declining enrollments and cutbacks in services, data on decreases in specific categories of support personnel and curriculum cutbacks and additional information on the closing of school buildings or other facilities. (Appendix A)

In this report, responses to each question in the survey are given as frequencies in the data analysis. Certain areas showing significant statistical information will be singled out for verbal interpretation in the commentary. The findings of the survey are summarized in the following section of this report. Not included are the 13 elementary and 2 high school districts who either did not respond or who responded too late to be included in this report. Tabulations include a district by district comparison of data by geographical area and a compilation of information by suburban community.

C. Limitations of the Topic

An accurate compilation of all school districts is not possible since 15 school districts are not included in the report. An additional limitation lies in the administrative interpretation of the original survey. Since only specific categories of personnel were listed on the original survey form, some school districts did not include all requested information.

DESCRIPTION AND INTERPRETATION OF THE DATA

REDUCTION IN FORCE

Purpose of the Report

This report has been prepared to help school administrators and school board members measure the impact of decreasing enrollment and spiraling inflation on teacher personnel.

Declining School Enrollments - Nationally and Locally

Declining school enrollments are a serious problem locally and nationally. For almost three decades until 1970, enrollments in elementary and secondary schools increased to a national public school peak of 51 million students. But, at the same time, there was also the smallest number of births recorded since 1945.

According to the U. S. Department of Health, Education and Welfare, public school enrollment has fallen for the fourth consecutive year at the elementary level--a drop of 5.9% over the last four years nationally. The U. S. Office of Education projects a national enrollment decline of nearly 12 percent through 1986. It is anticipated that by 1980, the student population will be down from the 51.4 million peak to 47.6 million.

Declining enrollments is the most difficult problem now confronting school systems with accompanying financial problems of increased operating

expenditures because of inflation and less state aid because of enrollment declines. Decreases in state aid based on attendance come with declines in enrollment yet costs increase because of inflation despite the lower number of students enrolled in a school. The inevitable result is staff reduction, program cutback and the closing of neighborhood schools.

Local Enrollment Declines

In Illinois, after 27 consecutive years of enrollment increase, public schools reached a high enrollment of 2,373,659 during the 1971-72 school year, but decreased annually since then and projected to decline approximately 20% by the mid-1980's.

In Cook County for the eight year period of 1966-67 to 1974-75, 62 elementary districts (53.91%) showed enrollment loss. The geographical area with the largest decline in student population was the West suburban area with a 6.09% decrease in elementary enrollment.

The school districts with the greatest enrollment decline over the 8-year period were:

Skokie District 73½	42.02% decrease
Morton Grove District 70	36.79% decrease
South Holland 151*	35.08% decrease
Thornton District 154	35.84% decrease

A factor in enrollment decline is migration patterns. The movement of commercial and industrial firms to outlying areas has instigated residential change away from the city and older suburbs. Only newly developed suburbs like Wheeling, Northbrook, Palos Hills and Schaumburg are experiencing enrollment increases.

* Impact of court-oredered desegregation

STATISTICAL SUMMARY

Total Teachers Dismissed

Elementary school districts in suburban Cook County are cutting back 963 teachers and high school districts are cutting back 215 teachers for the 1976-77 school year. These statistics break down as follows:

NON-TENURED TEACHERS HONORABLY DISMISSED	A total of 838 full-time non-tenured teachers were honorably dismissed from 58 elementary school districts because of enrollment declines and program cutbacks. 193 full-time non-tenured teachers were honorably dismissed from 16 high school districts because of enrollment declines and program cutbacks. (See page 8)
NON-TENURED TEACHERS DISMISSED FOR UNSATISFACTORY PERFORMANCE	A total of 33 full-time non-tenured teachers were released from 19 elementary school districts for unsatisfactory performance. Nine full-time non-tenured teachers were released from six high school districts for unsatisfactory performance.
TENURED TEACHERS HONORABLY DISMISSED	A total of 68 full-time tenured teachers were dismissed from 17 elementary school districts and 10 full-time tenured teachers were dismissed from five high school districts because of decreasing enrollment and program cutbacks. (See page 9)
TENURED TEACHERS DISMISSED FOR UNSATISFACTORY PERFORMANCE	A total of 5 full-time tenured teachers in three elementary districts and 2 full-time tenured teachers in one high school district were released for reasons of unsatisfactory performance.

SCHOOL BUILDINGS CLOSED

Fourteen elementary school attendance centers will be closed and two sections of two high schools in one district will be closed because of enrollment declines, reduction in revenues for the schools and increased costs. (See page 11)

PART-TIME TEACHERS DISMISSED

15.6 part-time non-tenured teachers were honorably dismissed from 58 elementary school districts and 1.3 part-time non-tenured teachers and two part-time tenured teachers were honorable dismissed from high school districts because of enrollment declines and program cutbacks.

SUPPORT PERSONNEL

Several important areas of support services in the schools such as guidance and counseling and staff such as nurses, social workers and psychologists will be cut because of enrollment declines and program cutbacks. (See page 9)

PROGRAM CUTBACKS

Specific program areas such as physical education, home economics and industrial arts, music, art and kindergarten will suffer cutbacks because of staff reductions. (See page 10)

TEACHER TENURE STATUTES

Article 24-10 through 24-15 of the Illinois School Code deals with the removal of tenured teachers under specific circumstances (See Appendix B). In all cases where teachers are dismissed because of staff and program cutbacks, non-tenured teachers are to be removed first. Where tenured teachers are dismissed, if, within one calendar year, the positions open up, the tenured teachers who are dismissed shall be offered the position if they are properly qualified.

Article 24-11 of the Illinois School Code defines a tenured teacher as

> "Any teacher who has been employed in any district as a full-time teacher for a probationary period of 2 consecutive school terms shall enter upon contractual continued service unless given written notice of dismissal stating the specific reason therefor, by registered mail by the employing board at least 60 days before the end of such period."

There is now pending legislation to mandate seniority ranking for school personnel.

STATISTICAL ANALYSIS

Dismissal Notices

Among the school districts responding to the survey 68 of the 102 elementary districts and 19 of the 25 high school districts responded that they had notified tenured and/or non-tenured teachers that they would not be employed for the 1976-77 school term. Only 40 elementary districts and six high school districts did not send letters of dismissal notifying staff members. Notices of dismissal to teachers is prompted by state laws and/or teacher contract provisions that require advance notice of possible layoffs. Often, teachers are later rehired before the start of the school, but lose opportunity to gain tenure. (See Appendix B for Illinois School Code, Article 24-12).

	Elementary	Secondary
Dismissal Notices Sent	68	19
Dismissal Notices Not Sent	40	6

Reductions in Non-Tenured Staff

Among the 19 elementary school districts responding to this section of the survey, 33 full-time and .5 part-time non-tenured teachers will be released because of unsatisfactory performance. Among the 6 (six) high school districts who relieved non-tenured teachers of their duties due to unsatisfactory performance, 9 full-time non-tenured teachers will be released.

Fifty-eight (58) elementary school districts relieved 839 full-time and 15.6 part-time non-tenured teachers of their duties because of cutbacks in programs and services due to enrollment declines and financial difficulties. 16 high school districts relieved 193 full-time and 1.3 part-time non-tenured teachers of their duties due to enrollment related cutbacks.

Non-Tenured Staff	Elementary Districts	Secondary Districts
Released due to unsatisfactory performance	33 full time .5 part time	9 full time
Released due to enrollment declines and program cutbacks	839 full time 15.6 part time	193 full time 1.3 part time

Reductions in Tenured Staff

Of the tenured teachers who were dismissed because of unsatisfactory performance, three elementary districts relieved 5 full-time tenured teachers, and one high school district relieved two full-time tenured teachers of their responsibilities.

More significantly, 17 elementary school districts dismissed 68 full-time and 2 part-time tenured teachers due to cutbacks forced by enrollment declines and fewer dollars available. Five high school districts dismissed 10 full-time tenured teachers due to decreasing enrollment and program cutbacks.

Tenured Staff	Elementary Districts	Secondary Districts
Released due to unsatisfactory performance	5 full time	2 full time
Released due to enrollment declines, program cuts	68 full time 2 part time	10 full time

Support Personnel Reductions

A number of support personnel will also be dismissed or transferred to other duties due to staff reductions due to declining enrollments, high costs and fewer dollars available:

Elementary School Districts	Number of Districts Responding	Full Time	Part Time
Nurses	9	14	2
Guidance Counselors	4	6	-
Social Workers	8	9	1
Psychologists	8	4	1.7

High School Districts	Number of Districts Responding	Full Time	Part Time
Nurses	1	1	-
Guidance Counselors	5	9	-
Social Workers	1	1	1

Among administrative staff, 33 full-time and 1 part-time administrators will be relieved of their administrative duties in 21 elementary school districts. In high school administration, 18 full-time administrators will be cut from 21 high school districts.

Program Cutbacks

In specific elementary program areas such as physical education, home economics and industrial arts, music and art, staff cuts will be made as follows:

Elementary School Districts	Number of Districts Responding	Full-Time Positions	Part-Time Positions
Physical Education	24	41	3.4
Home Economics-Industrial Arts	13	20	1.5
Music	23	24	2.3
Art	27	21	6.4
Kindergarten	26	26	5.5

In specific high school program areas such as physical education, home economics and industrial arts, music and art, staff cuts will be made as follows:

High School Districts	Number of Districts Responding	Full-Time Positions	Part-Time Positions
Physical Education	8	10	1
Home Economics-Industrial Arts	12	9	2
Music	22	5	.7
Art	26	5	1.3

Closings of Schools

The following school facilities will be closed because of enrollment declines, costs increases and the financial crunch:

District Number	Location	School Name
15	Palatine	Cardinal Drive School (Thomas Jefferson School opens)
25	Arlington Heights	North School
26	Mount Prospect	Park View School
35	Glencoe	West School
65	Evanston	College Hill School Miller School Noyes School
68	Skokie	Sharp Corner School
87	Proviso	Field School Franklin School
135	Orland Park	Orland Center (opening two new buildings: Liberty and Prairie Schools)
143 1/2	Posen-Robbins	Lemon School
163	Park Forest	Wildwood School
202	Evanston	2 sections of 2 schools

The school district with the largest number of teacher dismissals is elementary school district 15 in Palatine. This school district has reported that of 20 attendance centers, 88 of its 616 certified staff persons will be dismissed and one facility, the Cardinal School, will be closed.

Staff Reductions by Suburban Area

The communities with the greatest number of staff reductions are the following:

Suburb	Number of Schools & School Districts	Reductions in Tenured Teachers	Reductions in Non-Tenured Teachers
Arlington Heights	4 school districts 56 elem. schools 8 high schools		161 full time
Des Plaines	4 school districts 52 elem. schools 4 high schools	8 full-time	103 full-time
Skokie	7 school districts 36 elem. schools 4 high schools	3 full-time 1 part-time	136 full-time 9 part-time
Mount Prospect	5 school districts 51 elem. schools 8 high schools	3 full-time	141 full-time
Niles *	3 school districts 24 elem. schools	5 full-time .5 part-time	74 full-time
Glenview	5 school districts 20 elem. schools 2 high schools	7 full-time .5 part-time	66 full-time .5 part-time

* District 219 schools are included in Skokie

Total Staff Reductions by Area

Elementary School Districts	North/North-West Area	South Area	West Area	Southwest Area
Non-Tenured Teachers Dismissed				
Unsatisfactory Performance	10 full-time .5 part-time	9 full-time	9 full-time	3 full-time
Enrollment Declines and Program Cutbacks	575 full-time 13.3 part-time	91 full-time 2.3 part-time	98 full-time	75 full-time
Tenured Teachers Dismissed				
Unsatisfactory Performance	3 full-time	--	--	--
Enrollment Declines and Program Cutbacks	29 full-time 2 part-time	6 full-time	20 full-time	4 full-time

High School Districts	North/North-West Area	South Area	West Area	Southwest Area
Non-Tenured Teachers Dismissed				
Unsatisfactory Performance	--	--	6 full-time	3 full-time
Enrollment Declines and Program Cutbacks	73 full-time	48 full-time	36 full-time 1.3 part-time	31 full-time
Tenured Teachers Dismissed				
Unsatisfactory Performance	2 full-time	--	--	--
Enrollment Declines and Program Cutbacks	--	1 full-time	--	9 full-time

4000-13 (7/76)

4000-14 (7/76)

NORTH/NORTHWEST ELEMENTARY

DISTRICT	15	21	23	25	26	27	28	29	30	31
Has your dist. notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	YES	YES	YES	YES	YES			YES	NO	YES
How many non-ten. teachers relieved of duty due to:										
Unsatisfactory perform.	1	1	0	0	0			0	0	0
Cutbacks in services, enrollment, etc.	86	60	3	61	30			1	0	0
How many tenured teachers relieved of duty due to:										
Unsatisfactory perform.	1	0	0	0	0			0	0	0
Cutbacks in services, enrollment, etc.	0	0	0	0	3			3	0	0
Will there be cutbacks in 1976-77 in the following areas?										
Nurses	NO	1	NO	NO	NO			NO	NO	NO
P.E. Teachers	NO	5	3	2	NO			2/5	NO	NO
Guid. Counselors	1	1	0	4	NO			NO	NO	NO
Social Workers	NO	NO	0	NO	NO			NO	NO	NO
Psychologists	NO	NO	0	1	NO			NO	NO	NO
Home Ec. & Ind. Arts	1/2	2	0	2	NO			NO	NO	NO
Kindergarten	NO	2 1/2	0	3	1			NO	NO	NO
Music	2	1 1/2	0	2	NO			1	NO	NO
Art	2	1	0	1	NO			2/5	NO	NO
Administrators	1	6	0	2	1			NO	NO	NO
Other	0	0	1	0	0			0	0	0
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?	Cardinal Drive	NONE	NONE	North School	Park View			NONE	NONE	NONE

4000-15 (7/76)

NORTH/NORTHWEST ELEMENTARY

DISTRICT	34	35	36	37	38	39	54	57	59	62
Has your dist. notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES
How many non-ten. teachers relieved of duty due to:										
Unsatisfactory perform.	1	.5	7	0	0	0	0	0	0	0
Cutbacks in services, enrollment, etc.	4 1/2	2.6	0	17	1	59	19	11	25	3 *
How many tenured teachers relieved of duty due to:										
Unsatisfactory perform.	0	0	0	0	0	0	0	0	0	0
Cutbacks in services, enrollment, etc.	0	.5	1	2	0	1	0	0	0	0
Will there be cutbacks in 1976-77 in the following areas?										
Nurses	NO	NO	NO	NO	NO	NO	YES	NO	NO	NO
P.E. Teachers	NO	.5	NO	7	NO	6.5	YES	NO	1	1
Guid. Counselors	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Social Workers	NO	NO	NO	NO	NO	2.0	YES	NO	NO	1
Psychologists	NO	.5	NO	NO	NO	NO	YES	NO	1	NO
Home Ec. & Ind. Arts	2	NO	1	NO	NO	NO	NO	NO	1	NO
Kindergarten	NO	.5	1	1/2	NO	3.0	NO	1	5 1/2	1
Music	NO	NO	NO	NO	NO	1.5	YES	NO	2	1
Art	NO	.4	NO	NO	NO	2.5	NO	1	NO	NO
Administrators	NO	NO	NO	1	NO	2.5	NO	NO	1	NO
Other	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?	NONE	West School	NONE	NONE	NONE	NONE	NONE	NONE	NONE	*Subject t change

4000-16 (7/76)

NORTH/NORTHWEST ELEMENTARY DISTRICT	63	64	65	67	68	69	70	71	72	73
Has your dist. notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	YES	YES	YES	YES	YES	YES	NO	NO	NO	YES
How many non-ten. teachers relieved of duty due to:										
Unsatisfactory perform.	0	0	2	0	0	0	0	0	0	0
Cutbacks in services, enrollment, etc.	45	29	94	7	3ft 9pt	9	0	0	0	2
How many tenured teachers relieved of duty due to:										
Unsatisfactory perform.	0	0	1	1		0	0	0	0	0
Cutbacks in services, enrollment, etc.	5.5	0	0	9	1ft 1 to pt	7	0	0	0	0
Will there be cutbacks in 1976-77 in the following areas?										
Nurses	5.5	NO	3.5	1/2	NO	NO	NO	NO	NO	NO
P.E. Teachers	2	1	3	1/2	.5	1	NO	NO	NO	NO
Guid. Counselors	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Social Workers	3	NO	NO	NO	NO	NO	NO	NO	NO	NO
Psychologists	NO	NO	NO	NO	.2	NO	NO	NO	NO	NO
Home Ec. & Ind. Arts	3	NO	NO	1	1	NO	NO	NO	NO	NO
Kindergarten	NO	1	NO	1/2	NO	NO	NO	NO	NO	NO
Music	2	1	1	1	3/4	.5	NO	NO	NO	NO
Art	2	1	1	1	1/2	.5	NO	NO	1/4	NO
Administrators	NO	NO	4	1	2	1	NO	NO	1	NO
Other	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?	NONE	NONE	College Hill Miller Noyes	NONE	Sharp Corner	NONE	NONE	NONE	NONE	NONE

4000-17 (7/76)

NORTH/NORTHWEST AREA

DISTRICTS	73 1/2	74 H.S.	202	203	207	211	214	219	225
Has your dist. notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	YES	YES	YES			YES	YES	YES	NO
How many non-ten. teachers relieved of duty due to:									
Unsatisfactory perform.	0	0	0			0	0	0	0
Cutbacks in services, enrollment, etc.	3	3 pt 1 ft	36			2	15	25	0
How many tenured teachers relieved of duty due to:									
Unsatisfactory perform.	0	0	0			0	0	2	0
Cutbacks in services, enrollment, etc.	0	0	6			0	0	0	0
Will there be cutbacks in 1976-77 in the following areas?									
Nurses	NO	1/2	NO			NO	NO	NO	NO
P.E. Teachers	NO	NO	3.0			NO	NO	1.5	NO
Guid. Counselors	NO	NO	3			NO	NO	NO	NO
Social Workers	NO	NO	1			NO	NO	NO	NO
Psychologists	NO	NO	NO			NO	NO	NO	NO
Home Ec. & Ind. Arts	NO	NO	2.2			NO	NO	2	NO
Kindergarten	NO	NO	N/A			NO	NO	N/A	NO
Music	NO	NO	YES			NO	NO	NO	NO
Art	NO	NO	1.6			NO	NO	2	NO
Administrators	NO	NO	8			NO	NO	NO	NO
Other	NO	NO	NO			NO	NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?	NONE	NONE	NONE			NONE	NONE	NONE	NONE

4000-18 (7/76)

WEST ELEMENTARY DISTRICT	78	79	80	81	83	84	84 1/2	85 1/2	86	87
Has your dist. notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	NO	YES	YES	YES	NO	YES		NO	NO	YES
How many non-ten. teachers relieved of duty due to:										
Unsatisfactory perform.	0	0	0	3	0	0		0	0	0
Cutbacks in services, enrollment, etc.	0	1	3	0	0	2		0	0	18
How many tenured teachers relieved of duty due to:										
Unsatisfactory perform.	0	0	0	0	0	0		0	0	0
Cutbacks in services, enrollment, etc.	0	1	0	0	0	0		0	0	19
Will there be cutbacks in 1976-77 in the following areas?										
Nurses	NO	NO	NO	NO	NO	1		NO	NO	2
P.E. Teachers	NO	NO	NO	NO	NO	NO		NO	NO	2
Guid. Counselors	NO	NO	NO	NO	NO	NO		NO	NO	NO
Social Workers	NO	1	NO	NO	NO	NO		NO	NO	2
Psychologists	NO	NO	NO	NO	NO	NO		NO	NO	NO
Home Ec. & Ind. Arts	NO	NO	NO	NO	NO	NO		NO	NO	2
Kindergarten	NO	NO	NO	NO	NO	NO		NO	NO	1
Music	NO	NO	NO	NO	NO	1		NO	NO	3
Art	NO	NO	NO	NO	NO	NO		NO	NO	1
Administrators	NO	1	NO	NO	NO	NO		NO	NO	NO
Other	NO	NO	NO	NO	NO	NO		NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?	NONE	NONE	NONE	NONE	NONE			NONE	NONE	Field Franklin

4000-19 (7/76)

WEST ELEMENTARY DISTRICT	88	89	90	91	92	92 1/2	93	94	95	96
Has your dist. notified any tenured or non-ten. teachers that they will not be employed for 1976-77?		YES	NO	NO	NO	YES	YES	YES	YES	NO
How many non-ten. teachers relieved of duty due to:										
Unsatisfactory perform.		2	0	0	0	0	1	0	0	0
Cutbacks in services, enrollment, etc.		0	0	0	0	2	0	1	3	0
How many tenured teachers relieved of duty due to:										
Unsatisfactory perform.		0	0	0	0	0	0	0	0	0
Cutbacks in services, enrollment, etc.		0	0	0	0	0	0	0	0	0
Will there be cutbacks in 1976-77 in the following areas?										
Nurses		NO	N/A	NO	NO	NO	NO	NO	NO	NO
P.E. Teachers		NO	NO	NO	NO	NO	NO	NO	NO	NO
Guid. Counselors		NO	N/A	NO	NO	NO	NO	NO	NO	NO
Social Workers		NO	N/A	NO	NO	NO	NO	NO	NO	NO
Psychologists		NO	N/A	NO	NO	NO	NO	NO	NO	NO
Home Ec. & Ind. Arts		NO	NO	NO	NO	NO	NO	NO	NO	NO
Kindergarten		NO	NO	NO	NO	NO	NO	NO	1	NO
Music		NO	NO	NO	NO	NO	NO	NO	NO	NO
Art		NO	NO	NO	NO	NO	NO	NO	NO	1/2
Administrators		1	NO	NO	NO	NO	NO	NO	NO	NO
Other		NO	NO	NO	NO	NO	1	NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?			NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE

4000-20 (7/76)

WEST ELEMENTARY DISTRICT	97	98	99	100	101	102	103	105	106	107
Has your dist. notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	YES	NO	YES	YES	YES	YES	NO	NO	YES	YES
How many non-ten. teachers relieved of duty due to:										
Unsatisfactory perform.	0	0	2	0	0	0	N/A	0	0	1
Cutbacks in services, enrollment, etc.	7	0	19	3	21	17	N/A	0	1	0
How many tenured teachers relieved of duty due to:										
Unsatisfactory perform.	0	0	0	0	0	0	N/A	0	0	0
Cutbacks in services, enrollment, etc.	0	0	0	0	0	0	N/A	0	0	0
Will there be cutbacks in 1976-77 in the following areas?										
Nurses	NO	NO	NO	NO	NO	NO		NO	NO	NO
P.E. Teachers	NO	NO	1	NO	NO	2.0		NO	NO	NO
Guid. Counselors	NO	NO	NO	NO	NO	N/A		NO	NO	NO
Social Workers	NO	NO	NO	NO	NO	NO		1	NO	NO
Psychologists	NO	NO	NO	NO	NO	.5		NO	NO	NO
Home Ec. & Ind. Arts	3	NO	2	NO	NO	NO		NO	NO	NO
Kindergarten	NO	NO	NO	NO	NO	.5		NO	NO	NO
Music	NO	NO	NO	NO	.3	1.0		NO	NO	NO
Art	1	NO	1	NO	.3	1.0		NO	NO	NO
Administrators	NO	NO	NO	NO	NO	3.0		NO	NO	NO
Other	NO	NO	NO	NO	NO	NO		NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?	NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE

4000-21 (7/76)

WEST HIGH SCHOOL DISTRICT	200	201	204	208	209	212	234	401
Has your dist. notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	NO	YES	YES	YES		YES	YES	YES
How many non-ten. teachers relieved of duty due to:								
Unsatisfactory perform.	0	0	1	1		1	0	3
Cutbacks in services, enrollment, etc.	0	22	3.4	0		3 9/10	8	0
How many tenured teachers relieved of duty due to:								
Unsatisfactory perform.	0	0	0	0		0	0	0
Cutbacks in services, enrollment, etc.	0	0	0	0		0	0	0
Will there be cutbacks in 1976-77 in the following areas?								
Nurses	NO	NO	NO	NO		NO	NO	NO
P.E. Teachers	NO	1	1	NO		1	½	NO
Guid. Counselors	NO	NO	2	NO		NO	1	NO
Social Workers	NO	NO	NO	NO		NO	NO	NO
Psychologists	NO	NO	NO	NO		NO	NO	NO
Home Ec. & Ind. Arts	NO	NO	1	NO		1	1½	NO
Kindergarten	NO	NO	NO	NO		NO	NO	NO
Music	NO	1	NO	NO		2/10	½	NO
Art	NO	NO	1	NO		1 7/10	NO	NO
Administrators	NO	NO	NO	NO		NO	NO	NO
Other	NO	NO	NO	NO		NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?	NONE	NONE	NONE	NONE		NONE	NONE	NONE

4000-22 (7/76)

SOUTHWEST ELEM. DISTRICT	104	108	109	110	111	113	117	118	122	123
Has your dist.notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	NO	YES	YES	NO	YES	YES	NO	YES	YES	YES
How many non-tenured teachers relieved of duty due to:										
Unsatisfactory performance	0	0	0	0	0	0	0	1	1	0
Cutbacks in services,enrollment:	0	0	5	0	5	9	0	7	7	12
How many tenured teachers relieved of duty due to:										
Unsatisfactory performance	0	0	0	0	0	0	0	0	0	0
Cutbacks in services,enrollment:	0	1	0	0	1	2	0	0	0	0
Will there be cutbacks in 1976-77 in the following areas?										
Nurses	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
P.E. Teachers	NO	NO	NO	NO	NO	1	NO	NO	NO	NO
Guid. Counselors	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Social Workers	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Psychologists	NO	NO	NO	NO	1	1	NO	NO	NO	NO
Home Ec & Ind. Arts	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Kindergarten	NO	NO	NO	NO	NO	1	NO	1	½	NO
Music	NO	NO	NO	NO	1	2	NO	NO	NO	NO
Art	NO	NO	NO	NO	1	1	NO	NO	NO	1
Administrators	NO	NO	NO	NO	1	1	NO	NO	NO	NO
Other	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?	NONE	NONE	NONE	NONE	NONE	possibly Oakwood	NONE	NONE	NONE	NONE

4000-23 (7/76)

SOUTHWEST ELEMENTARY DISTRICT	124	125	126	127	127½	128	130	132	135	140
Has your dist.notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	NO	YES	NO	YES	YES	NO	NO		NO	NO
How many non-tenured teachers relieved of duty due to:										
Unsatisfactory performance	0	0	0	0	1	0	0		0	0
Cutbacks in services,enrollment	0	10	0	17	3	0	0		0	0
How many tenured teachers relieved of duty due to:										
Unsatisfactory performance	0	0	0	0	0	0	0		0	0
Cutbacks in services,enrollment	0	0	0	0	0	0	0		0	0
Will there be cutbacks in 1976-77 in the following areas?										
Nurses	NO	NO	NO	NO	NO	NO	NO		NO	NO
P.E. Teachers	NO	NO	NO	1	1	NO	NO		NO	NO
Guid.Counselors	NO	NO	NO	NO	NO	NO	NO		NO	NO
Social Workers	NO	½	NO	NO	NO	NO	NO		NO	NO
Psychologists	NO	½	NO	NO	NO	NO	NO		YES	NO
Home Ec & Ind Arts	NO	NO	NO	NO	NO	NO	NO		NO	NO
Kindergarten	NO	NO	1	½	NO	NO	NO		NO	NO
Music	NO	NO	½	1	NO	NO	NO		YES	NO
Art	NO	1	NO	NO	NO	NO	NO		NO	NO
Administrators	1	NO	NO	NO	NO	NO	NO		NO	NO
Other	NO	NO	NO	NO	NO	NO	NO		NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?	NONE	NONE	NONE	NONE	NONE	NONE	NONE		Orland Center. 2 new bldgs to open: Liberty Schl Prairie Schl	NONE

4000-24 (7/76)

DISTRICT	SOUTHWEST AREA HIGH SCHOOL DIST.	210	217	218	220	229	230	231
Has your dist.notified any tenured or non-ten teachers that they will not be employed for 1976-77?		NO	YES	YES	YES	YES	'NO	YES
How many non-tenured teachers relieved of duty due to:								
Unsatisfactory performance		0	0	2	0	1	0	0
Cutbacks in services,enrollment		0	3	14	4	0	0	10
How many tenured teachers relieved of duty due to:								
Unsatisfactory performance		0	0	0	0	0	0	0
Cutbacks in services enrollment declines		0	0	3	1	0	0	5
Will there be cutbacks in 1976-77 in the following areas:								
Nurses		NO	NO	1	NO	NO	NO	NO
P.E. Teachers		NO	NO	NO	NO	NO	NO	1
Guid. Counselors		NO	NO	NO	NO	NO	NO	2/5
Social Workers		NO	NO	NO	NO	NO	NO	NO
Psychologists		NO	NO	NO	NO	NO	NO	NO
Home Ec and Ind Arts		NO	NO	NO	NO	NO	NO	NO
Kindergarten		NO	NO	NO	NO	NO	NO	NO
Music		NO	NO	4	NO	NO	NO	NO
Art		NO	NO	NO	NO	NO	NO	NO
Administrators		NO	NO	NO	1	NO	NO	1
Other		NO	NO	NO	NO	NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-66 school term?		NONE	NONE	NONE	NONE	NONE	NONE	NONE

4000-25 (7/76)

SOUTH ELEMENTARY DISTRICT	133	142	143	143½	144	145	146	147	148	149
Has your dist.notified any tenured or non-ten. teachers that they will not be employed for 1976-77?	NO	YES		NO	NO	YES	YES	NO	NO	YES
How many non-tenured teachers relieved of duty due to:										
Unsatisfactory performance	0	0		1	0	2	0	0	0	2
Cutbacks in services,enrollment	0	4		0	0	0	0	0	0	6 1
How many tenured teachers relieved of duty due to:										
Unsatisfactory performance	0	0		0	0	0	0	0	0	0
Cutbacks in services,enrollment	0	0		0	0	0	0	0	0	0
Will there be cutbacks in 1976-77 in the following areas:										
Nurses	NO	NO		NO	NO	NO	NO	NO	NO	NO
P.E. Teachers	NO	NO		NO	NO	NO	NO	NO	NO	1/2
Guid.Counselors	NO	NO		NO	-	NO	NO	NO	NO	NO
Social Workers	NO	NO		NO	NO	NO	NO	NO	NO	NO
Psychologists	NO	NO		NO	NO	NO	NO	NO	NO	NO
Home Ec and Ind Arts	NO	NO		NO	NO	NO	NO	NO	NO	NO
Kindergarten	NO	1/2		NO	NO	NO	NO	NO	NO	1 1
Music	NO	NO		NO	-	NO	NO	NO	NO	NO
Art	NO	NO		NO	-	NO	NO	NO	NO	NO
Administrators	NO	NO		NO	2	NO	NO	NO	NO	NO
Other	NO	NO		NO	NO	NO	NO	NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-77 school term?	NONE	NONE		Lemon Elem.	NONE	NONE	10 teachers temp.assnd as mat.lv replacemts	NONE	NONE	NONE

4000-26 (7/76)

SOUTH ELEMENTARY DISTRICT	15o	15i	152	152½	153	154	154½	155	156	157
Has your dist.notified any tenured or non-ten teachers that they will not be employed for 1976-77?	NO		NO	NO	YES	YES	NO	YES	YES	YES
How many non-tenured teachers relieved of duty due to:										
Unsatisfactory performance	0		0	0	0	0	0	0	0	0
Cutbacks in services,enrollment	0		0	0	5	1	0	4	2 1/2	1 pt 6 ft
How many tenured teachers relieved of duty due to:										
Unsatisfactory performance	0		0	0	0	0	0	0	0	0
Cutbacks in services enrollment declines	0		0	0	0	1	0	0	0	5
Will there be cutbacks in 1976-77 in the following areas:										
Nurses	YES		NO	NO	NO	NO	NO	NO	NO	NO
P.E. Teachers	0		NO	NO	NO	NO	NO	NO	NO	NO
Guid. Counselors	0		NO	NO	NO	NO	NO	NO	NO	NO
Social Workers	0		NO	NO	NO	NO	NO	NO	NO	NO
Psychologists	0		NO	NO	NO	NO	NO	NO	NO	NO
Home Ec and Ind Arts	0		NO	NO	NO	NO	NO	NO	NO	25% c
Kindergarten	0		NO	NO	NO	NO	NO	NO	NO	NO
Music	0		NO	NO	NO	1	NO	NO	NO	NO
Art	0		NO	NO	NO	NO	NO	NO	NO	1/2 ft
Administrators	0		NO	NO	NO	NO	NO	NO	NO	
Other	0		NO	NO	NO	NO	NO	NO	NO	
What buildings or other facilities does your dist. plan to close down prior to start of 1976-66 school term?	NONE		NONE	NONE	NONE	NONE	NONE	NONE	NONE	

4000-27 (7/76)

SOUTH ELEMENTARY DISTRICT	158	159	160	161	162	163	167	168	169	170
Has your dist.notified any tenured or non-ten teachers that they will not be employed for 1976-77?	NO	NO	NO	NO	NO	YES	YES	YES	YES	YES
How many non-tenured teachers relieved of duty due to:										
Unsatisfactory performance	0	0	0	0	0	3	0	1	0	0
Cutbacks in services,enrollment	0	0	0	0	0	30	6	1	0	22
How many tenured teachers relieved of duty due to:										
Unsatisfactory performance	0	0	0	0	0	0	0	0	0	0
Cutbacks in services enrollment declines	0	0	0	0	0	0	0	0	0	0
Will there be cutbacks in 1976-77 in the following areas:										
Nurses	NO	NO	NO	1	NO	NO	NO	NO	NO	1
P.E. Teachers	NO	NO	NO	NO	NO	1/2	NO	NO	NO	1
Guid. Counselors	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Social Workers	NO	NO	NO	NO	NO	1/2	NO	NO	NO	NO
Psychologists	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Home Ec and Ind Arts	NO	NO	NO	NO	NO	NO	NO	NO	NO	NO
Kindergarten	NO	NO	NO	1	1/2	NO	NO	1	NO	1
Music	NO	NO	NO	NO	NO	NO	NO	NO	NO	1
Art	NO	NO	NO	NO	NO	NO	3 pr	NO	NO	1
Administrators	NO	NO	NO	1	NO	1/2	NO	NO	NO	NO
Other	NO	NO	NO	5 3/4	NO	NO	NO	NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-66 school term?	NONE	NONE	NONE	NONE	NONE	Wildwood	NONE	NONE	NONE	NONE

4000-28 (7/76)

SOUTH AREA HIGH SCHOOL DISTRICTS

DISTRICT	171	172	194	205	206	215	227	228	233
Has your dist.notified any tenured or non-ten teachers that they will not be employed for 1976-77?	NO	NO	YES	YES	NO	NO	YES	YES	YES
How many non-tenured teachers relieved of duty due to:									
Unsatisfactory performance	0	0	0	0	0	0	0	0	0
Cutbacks in services,enrollment	0	0	FTE 4.3	18	0	0	20	7	3
How many tenured teachers relieved of duty due to:									
Unsatisfactory performance	0	0	0	0	0	0	0	0	0
Cutbacks in services enrollment declines	0	0	0	0	0	0	0	0	1
Will there be cutbacks in 1976-77 in the following areas:									
Nurses	NO	NO	NO	NO	NO	NO	NO	NO	NO
P.E. Teachers	NO	NO	NO	NO	NO	NO	2	NO	NO
Guid. Counselors	NO	NO	NO	NO	NO	NO	3	NO	.4
Social Workers	NO	NO	NO	NO	NO	NO	pt	NO	NO
Psychologists	NO	NO	NO	NO	NO	NO	NO	NO	NO
Home Ec and Ind Arts	NO	NO	NO	NO	NO	NO	2	NO	NO
Kindergarten	NO	NO	NO	NO	NO	NO	NO	N/A	NO
Music	NO	NO	NO	NO	NO	NO	NO	NO	NO
Art	NO	NO	NO	NO	NO	NO	NO	NO	NO
Administrators	NO	NO	NO	3	2	NO	2	NO	1.0
Other	NO	NO	NO	NO	NO	NO	NO	NO	NO
What buildings or other facilities does your dist. plan to close down prior to start of 1976-66 school term?	NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE	NONE

COMMUNITY	Staff reduction of NON-TENURED teachers due to cutbacks		Staff reduction of TENURED teachers due to cutbacks	
	Full-Time	Part-Time	Full-Time	Part-Time
Alsip 3 districts	24		3	
Arlington Heights 4 districts	161		0	
Berwyn 3 districts	13	.4	0	
Blue Island 3 districts	14		3	
Brookfield 3 districts	3		0	
Calumet City 5 districts	38	2	5	
Chicago Heights 4 districts	23		0	
Country Club Hills 3 districts	7		0	
Des Plaines 4 districts	103		8	.3
Elk Grove 3 districts	59		0	
Franklin Park 4 districts	13	.9	0	
Glenview 5 districts	66	.5	7	.5
Harvey 4 districts	18		0	
LaGrange 6 districts	21		0	
Lansing 3 districts	0		0	
Markham 3 districts	0		0	
Melrose Park 2 districts	0		0	
Morton Grove 5 districts	46	3	21	.5
Mount Prospect 5 districts	141		3	
Niles 3 districts	74		5	.5
Northbrook 3 districts	0		0	
Oak Forest 5 districts	11		0	
Oak Lawn 6 districts	47		4	
Park Forest 4 districts	54	.3	0	
Skokie 7 districts	136	9	8	1
South Holland 3 districts	24	.5	0	
Worth 3 districts	31		3	

APPENDIX A

EDUCATIONAL SERVICE REGION OF COOK COUNTY
SURVEY OF STAFF AND PROGRAM CUT-BACKS

1. Has your district notified any tenured or non-tenured teachers that they will not be employed for the school term 1976-77? . . . . . Yes ___ No ___

   a. If yes, how many non-tenured teachers in your district were notified that they would not be re-hired due to:

      Unsatisfactory performance . . . . . _____

      Honorably discharged due to cut-backs in services, declining enrollments, etc.. . . . . _____

   b. If yes, how many tenured teachers in your district were notified that they were to be relieved of duty due to:

      Unsatisfactory performance . . . . . _____

      Honorably discharged due to cut-backs in services, declining enrollments, etc.. . . . . _____

2. Please indicate if there will be cutbacks in services for the 1976-77 school term in the following areas:

	Yes	No	No. of Position Reductions
Nurses.	___	___	_____
Physical Education Teachers	___	___	_____
Guidance Counselors	___	___	_____
Social Workers.	___	___	_____
Psychologists	___	___	_____
Home Economics & Industrial Arts Teachers . . .	___	___	_____
Kindergarten Teachers	___	___	_____
Music Teachers.	___	___	_____
Art Teachers.	___	___	_____
Administrators.	___	___	_____

3. Please list, if any, what buildings or other facilities your district plans to close down prior to the start of the 1976-77 school term.

_____

_____

_____

District Superintendent _____ Dist. No. _____

Date _____

4000-30 (7/76)

APPENDIX B

ILLINOIS SCHOOL CODE. Chapter 122, Schools. Article 10- 22.4. Dismissal of teachers. To dismiss a teacher for incompetency, cruelty, negligence, immorality or other sufficient cause and to dismiss any teacher, whenever, in its opinion, he is not qualified to teach, or whenever, in its opinion,the interests of the schools require it, subject, however, to the provisions of Sections 24-10 to 24-15 inclusive. Marriage is not a cause of removal.

Chapter 122. Article 24-10 to 24-15 dealing with tenured teachers.
"If the removal or dismissal results from the decision of the board to decrease the number of teachers employed by the board or to discontinue some particular type of teaching service, written notice shall be given the teacher by registered mail at least 60 days before the end of the school terms, together with a statement of honorable dismissal and the reason therefor, and in all such cases the board shall first remove or dismiss all teachers who have not entered upon contractual continued service and who is legally qualified to hold a position currently held by a teacher who has not entered upon contractual continued service. If the board within 1 caendar year thereafter increases the number of teachers or reinstates the position so discontinued, the positions thereby becoming available shall be tendered to the teachers so removed or dismissed so far as they are legally qualified to hold such positions.

4000-31 (7/76)

MAP OF COOK COUNTY
TOTAL NUMBER OF TEACHERS DISMISSED -
BY TOWNSHIP